

NATIONAL YOUTH AUTHORITY · NYA YOUTH OPERATIONS PLATFORM (NYA-YOP)

It makes the Tracker true.

A proposal to run NYA's own programmes end to end — and to prove what happened next.

Presentation to the Chief Executive · September 2026 · Master Proposal, version 3

Decision requested: a 10-week discovery and a 90-day single-programme proof — not a national build

The problem in one number

141,954

registrations on the One Million Coders Programme
(as at 2 August 2026)



5,812

completed a course — about 4% of those who registered



?

what happened to them next — nobody can currently say

THE MINISTRY HAS ALREADY WRITTEN THE PROBLEM DOWN

MYDE's own 2026–2029 Medium-Term Development Plan lists, in its official SWOT, an “inadequate and unreliable database on youth programmes”, “inadequate monitoring and evaluation systems” and “overlapping mandates and parallel institutions”. Its knowledge-gap matrix names an “absence of real-time data on youth” outright.

We are proposing to solve a problem the Ministry has already named. That is the strongest position a proposal can have.

THE INVESTMENT HAS NEVER BEEN LARGER

- **NAP** is scaling to 100,000 apprentices in 2026
- **Adwumawura** has trained 10,887 entrepreneurs; 3,212 grant-funded
- **MYDE's plan** targets 250,000 NYA trainees a year by 2029 — about 750,000 records over the plan period

Sources: MyJoyOnline (OMCP figures, Aug 2026); B&FT (Adwumawura, Apr 2026); MYDE MTDP 2026–2029, pp. 20, 70, 79; NYA CEO via Modern Ghana (NAP target).

A dashboard is only as true as the system beneath it

HOW NYA DATA REACHES THE YOUTH TRACKER TODAY

A district officer confirms attendance on paper



Totals are compiled at region level, weeks later



NYA submits totals to the Ministry



The Youth Tracker reports what it is given

WHAT THE TRACKER CANNOT DO

- Nobody marks an apprentice's attendance in the Youth Tracker
- No field officer verifies a beneficiary in it
- No employer confirms a placement in it
- No case worker records that a trainee dropped out because of transport costs

The Tracker aggregates what agencies report. NYA does not have the operational system that generates those records. That is the gap — smaller than “a national journey layer”, entirely within NYA’s Act 939 mandate, and a claim NYA can win on its own authority.

What NYA-YOP is

The operational system that runs the National Youth Authority’s programmes end to end — from application through verification, training, field delivery, disbursement and placement to a verified employment or enterprise outcome — and publishes trustworthy, real-time data into the National Youth Tracker.

THE ECOSYSTEM IN FOUR LINES

YouthXplore	Discovery and application
GLMIS	Labour demand and job matching
NYA-YOP	NYA delivery, field operations, disbursement control and verified outcomes
Youth Tracker	National intelligence

SHORT FORM

NYA-YOP is where the Youth Tracker’s data comes from.

ONE LINE FOR THE MINISTER

It makes the Tracker true.

NYA-YOP = programme delivery + youth journey + field operations + disbursement control + verified outcomes + interoperability.

What it is not

Not another youth app

YouthXplore already does discovery and application. NYA-YOP takes applications from it.

Not another job board

GLMIS already does employer registration, vacancies and matching. Our employer surface is GLMIS-fed and confirms the evidence GLMIS cannot collect: placement and retention.

Not another identity system

NIA identifies. We verify against it, store the result, never the document.

Not another certification authority

CTVET certifies. We send assessment evidence and record the credential.

Not another dashboard

The Youth Tracker reports. We publish structured, verified events into it the same day.

Not the cross-agency layer

That is the Ministry's to extend across YEA, NEIP and NSA — later, on a pattern NYA has proven.

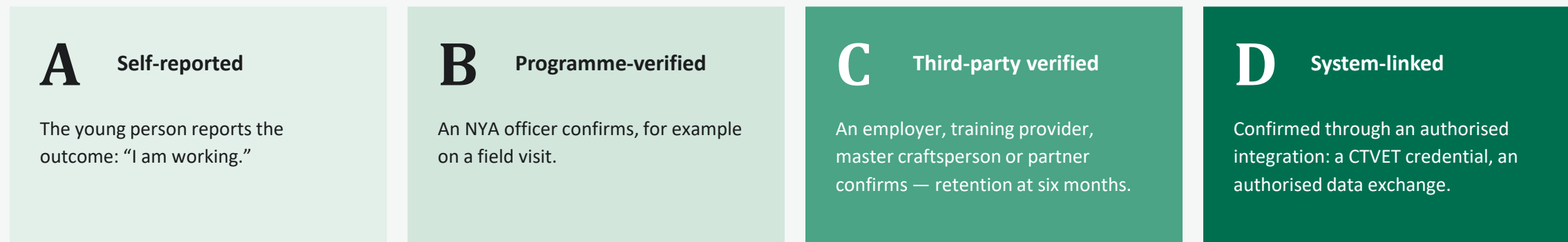
Phase 1 is NYA's own house. The architecture — common lifecycle, event model, journey record, evidence levels — is built so that when MYDE decides to extend it, the pattern is already proven and the integration cost is near zero. NYA volunteers to be the reference implementation for the Ministry's harmonisation agenda.

One journey record, with evidence on every event



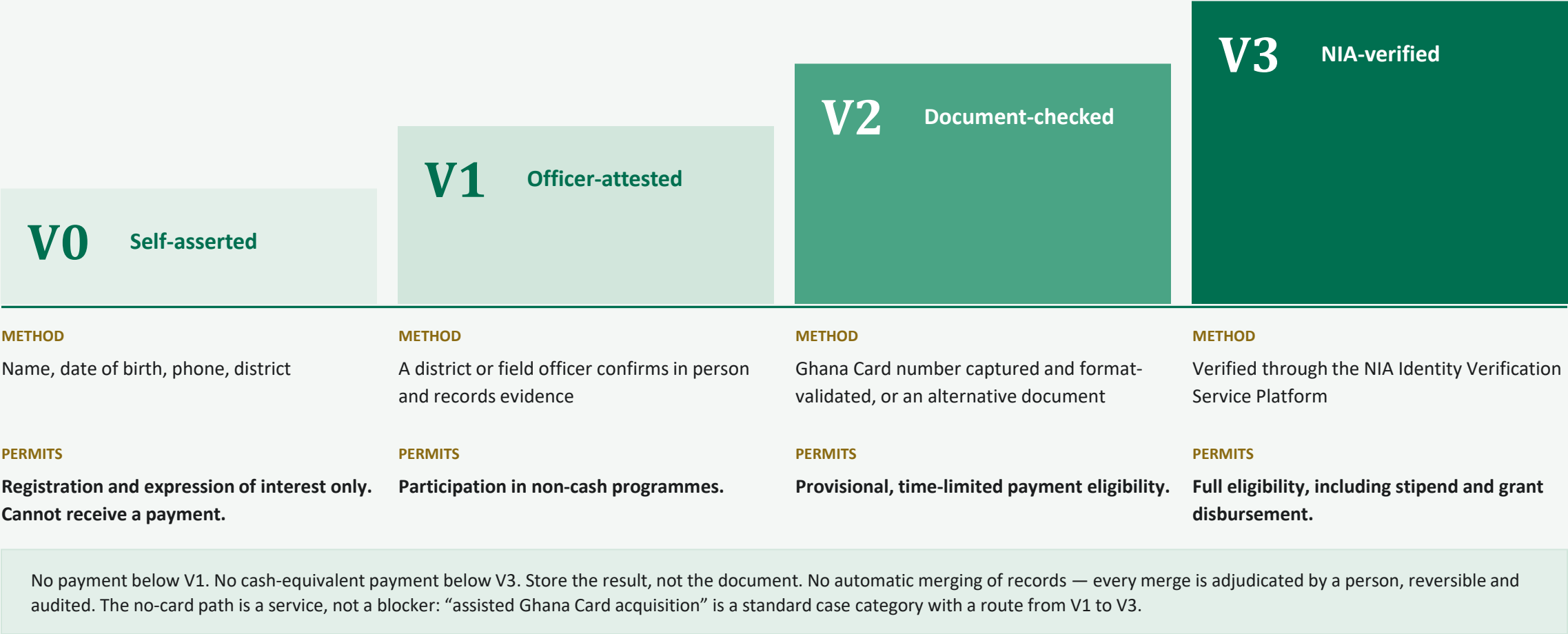
Empowerment becomes tangible when the young person achieves income, independence, capability and participation. The platform exists to make this chain visible, verifiable and improvable. Every event carries an actor, a timestamp, a source and an evidence level — the difference between a record and a claim.

EVIDENCE LEVELS ON EVERY OUTCOME



Headline outcome figures report levels C and D only. A and B are shown separately and labelled. This single control prevents inflated success statistics — and it is why an NYA-YOP number can be defended before Parliament, IMANI or a development partner.

A verification ladder decides who can be paid



Disbursement control pays for the platform

1	Programme rule	e.g. NAP monthly allowance, payable where attendance $\geq$ 80% of scheduled days
2	Attendance captured in the field	offline-capable, timestamped, officer-attributed, against a V2/V3 participant
3	Automated eligibility gate	pass / fail / exception, with a reason
4	Exception queue	impossible attendance, duplicate marks, single-officer clustering, centre-level outliers
5	Maker → checker → approver	three named people, none able to act twice; conflict of interest declared
6	Payment instruction file	mobile money, bank or GhIPSS, with a per-beneficiary reference
7	Reconciliation	paid / failed / returned, matched back per beneficiary
8	GIFMIS reconciliation	programme spend agrees to the government financial system
9	Exception and recovery	overpayment, ghost detection, clawback, referral — every adverse decision appealable

Every other module is a cost. This one is a saving with a number attached.

At 100,000 apprentices on monthly allowances, the platform pays for itself if it prevents leakage of a low single-digit percentage.
[estimate] The leakage rate is not published. Present this as a sensitivity, never as a finding.

CONTROLS STATED EXPLICITLY

- Attendance cannot be edited after the gate runs; corrections are new records with reasons
- An officer whose submissions form a statistical outlier is auto-sampled for re-verification
- A defined share of paid beneficiaries is independently re-verified each cycle by a different officer
- Every adverse decision is appealable through the grievance workflow, with a 48-hour SLA

Figures marked [estimate] are planning assumptions, not quotations.

The last mile: one officer, one phone, offline

1

Verify once

Offline, on a phone, against a Ghana Card check through NIA. The result is stored; the document is not.

2

Attendance gates the allowance

Captured in the field, synced when the signal returns, conflicts resolved on screen — not silently overwritten.

3

A third party confirms

An employer or a master craftsperson confirms the placement, and later the retention: evidence level C.

4

Follow-up confirms it held

At three and six months, then twelve months for the north star. Self-report is recorded but never counted in the headline.

Every one of those becomes a verified event in the Youth Tracker the same day.

NYA'S FIELD FOOTPRINT — TO CONFIRM IN DISCOVERY

10 regional offices · 81 district offices, with 120 more districts being added · 11 Youth Leadership and Skills Training Institutes. The field business case depends on how many officers would use a mobile tool daily.

WHY WE LEAD WITH THE FIELD

The field is what nobody else has; the dashboard is what everybody has already seen. Value officers can see within 90 days is also what makes a system survive a change of government.

The north star: Verified Conversion Rate

NORTH STAR

The percentage of young people who started an NYA programme and, twelve months after completion, hold a verified sustained outcome — employment, an operating business, continued education or training, or sustained service.

Reported at evidence level C or D only. Self-reported outcomes are shown separately, never in the headline.

INTEGRITY COMPANION

Outcome Verification Rate

The share of recorded outcomes that reach level C or D.
A rising conversion rate with a falling verification rate is a warning, not a success.

SUPPORTING MEASURES

Cost per verified conversion, reconciled to GIFMIS	Time from completion to outcome	Conversion by region, sex, disability and urban / rural	Attendance data completeness
Application-to-selection turnaround	Payment exception rate	Officer time per verification	Definitions aligned to Ghana Statistical Service labour-force definitions, so NYA reconciles with national figures rather than competing with them.

Before and after

BEFORE

Government knows how many registered, how many were trained and how many received support. It struggles to answer consistently:

- How many are still active?
- Who got employed — and can we prove it?
- Who started a business, and is it still operating?
- Who dropped out, and why?
- Which programme performs best on outcome, not volume?
- Which regions are underperforming?
- Was every cedi of allowance paid to someone who earned it?
- Which interventions create durable outcomes?

AFTER

NYA can answer, with evidence attached:

Who did we support, what did we provide, what happened next, what measurable outcome resulted — and at what level is each of those verified?

A materially stronger institutional capability — and the one the Ministry's own medium-term plan says the sector lacks.

What we know, and what only NYA can supply

Indicator	Published baseline	Why it matters
Youth unemployment (15–35)	21.9%, average Q1–Q3 2025 (GSS)	MYDE targets 10% by 2029
Young people not in education, employment or training	≈ 1.9 million, 19.5% of 15–35 (GSS, Q3 2025)	The addressable population
Highest regional youth unemployment	Greater Accra 31.9%, Central 27.4%, Ashanti 27.2%	Pilot-region selection input
One Million Coders: registered → completed	141,954 → 5,812 (about 4%)	The leakage NYA-YOP measures
Adwumawura: trained → grant-funded	10,887 → 3,212 (2025 cohort)	Pipeline attrition
NAP enrolment target, 2026	100,000	Platform load and NIA fee sizing
MYDE budget, 2026	≈ GHS 1.6 billion, about GHS 1.0 billion to NSA allowances	The affordability constraint

NYA TO SUPPLY BEFORE THE PITCH

Verified conversion rate

Unknown – this is the point

Application-to-selection turnaround

NYA to supply

Attendance data completeness

NYA to supply

Outcome records at level C or D

NYA to supply – expect near zero

If NYA cannot today produce the share of its outcomes that are third-party verified, that is the finding — and the whole business case.

Sources: GSS via Graphic Online and Citi News; MyJoyOnline (OMCP, Aug 2026); B&FT (Adwumawura); NYA CEO via Modern Ghana; IMANI via MyJoyOnline (budget). Figures marked ≈ are rounded.

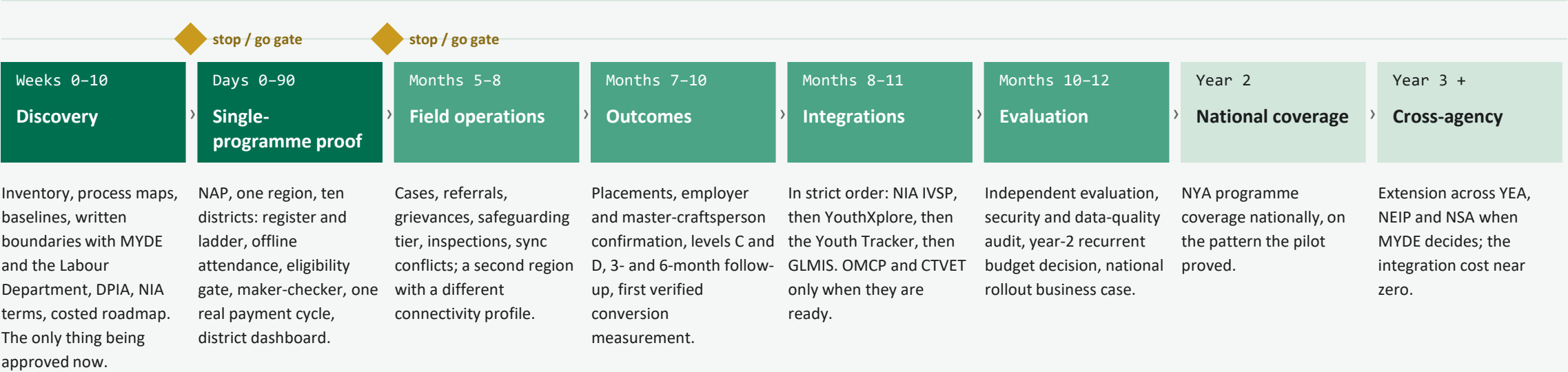
Built to comply from day one

Instrument	What NYA-YOP does about it
Data Protection Act 2012 (Act 843)	Register NYA and every processor with the Data Protection Commission before pilot go-live; honour the eight principles and data-subject rights.
Data Protection Bill 2025 (pending)	Design to the Bill: GPS traces, field photographs and voice notes treated as personal data from day one; a compliance re-baseline budgeted at enactment.
Cybersecurity Act 2020 (Act 1038) and the CII Directive	Seek an early Cyber Security Authority determination on critical-information-infrastructure status; every security vendor evidences a current CSA licence.
NITA e-Government Interoperability Framework	APIs and integrations conform to e-GIF; hosting agreed with NITA before the architecture is fixed.
Public Procurement Act 663, as amended by Act 914; GHANEPS	Competitive tender as the norm, on GHANEPS; no single-sourcing of the discovery.
National AI Strategy 2025–2035	Human oversight; no fully automated adverse decision; every AI answer shows its sources, date range and limitations.

PHASE 0 DELIVERABLES, NAMED

Data Protection Impact Assessment	Records of processing	Data-sharing agreements with each integrating institution	Privacy notice in English and two Ghanaian languages, with a read-aloud script
Retention and disposal schedule	Breach response plan	CSA determination letter	Penetration test by a CSA-licensed provider

A roadmap with gates that can fail



Only Phase 0 is being approved now. Every later phase needs the previous gate answered honestly. The proof gate asks one question: did attendance data quality and payment exception rates improve measurably against the paper baseline? If not, stop.

Nobody else’s readiness sits on the critical path: NIA first, because it gates everything; another institution’s system only when it is ready to expose data.

Pilot regions after the proof: an urban high-unemployment region, a secondary city and a rural low-connectivity region, with staggered comparison districts and a pre-registered analysis.

The 90-day proof: one programme, one region

THE SCOPE

The National Apprenticeship Programme: NYA's own, with money attached, and a 100,000 target.

AND NOTHING ELSE

No employer portal. No entrepreneurship module. No AI. Register, ladder, attendance, gate, maker-checker, one payment cycle, district dashboard.

THE GATE

Did attendance data quality and payment exception rates improve measurably against the paper baseline? If not, stop.

THE PROOF IS COMPLETE ONLY WHEN

- ✓ One programme, one region, ten districts are live on the platform
- ✓ The participant register with the V0–V3 ladder is in use by real district officers
- ✓ Attendance has been captured offline in real conditions and synced, with conflicts resolved on screen
- ✓ The eligibility gate has run on a real period and a maker-checker-approver chain has released one real payment cycle
- ✓ Attendance data quality and payment exception rates have been measured against the paper baseline
- ✓ The gate has been answered honestly: improved measurably, or stop

Pilot design after the proof: a staggered rollout with comparison districts that receive the platform six months later, three region types including a rural low-connectivity one, and a pre-registered analysis that says in advance what success and failure look like.

The decision requested

Not approval to build a national platform. Approval for a 10-week Youth Delivery Discovery, followed by a 90-day single-programme proof in one region, with an explicit stop/go gate before any platform investment.

GHS 720k–1.28m

Indicative cost of the discovery [estimate]

≈ 0.1%

of the Ministry's annual budget: it buys the real decision, made on evidence

A gate

that can fail: if the proof does not beat the paper baseline measurably, we stop

WHAT THE DISCOVERY DELIVERS

- A verified inventory of NYA's current systems, spreadsheets and paper processes
- Process maps for NAP and two other programmes, with time and cost per step
- Baseline measurement: attendance completeness, turnaround, share of outcomes at C/D, officer time
- Written scope agreements with MYDE (Youth Tracker) and the Labour Department (GLMIS)
- A Data Protection Impact Assessment and a CSA determination on CII status
- NIA verification commercial and technical terms, in writing
- A build-versus-adapt evaluation and recommended architecture
- An interactive prototype of seven priority screens, tested with real district officers and young people
- A costed roadmap with a recurrent-cost line for years 2–5
- A procurement strategy compliant with Act 914 and GHANEPS
- A pilot design with a comparison group and a pre-registered analysis

Figures marked [estimate] are planning assumptions, not quotations or sourced figures.

What it costs, honestly

Discovery and pilot design (8–12 weeks)	Indicative range, GHS [estimate]
Discovery team: product, architect, data and privacy, service designer, researcher	350,000 – 600,000
Field research in three regions: travel, translation, participant costs	90,000 – 160,000
Data Protection Impact Assessment and legal review	70,000 – 140,000
Interactive prototype, seven priority screens, tested in the field	120,000 – 220,000
Architecture, integration assessment, costed roadmap	90,000 – 160,000
Total, the only thing being approved now	720,000 – 1,280,000

We evaluated adapting an existing digital public good rather than building from scratch, and recommend a hybrid: adapt a proven offline field core, and build bespoke only where it must be right — disbursement control, outcome verification and the executive layer.

AFTER THE GATES: PILOT BUILD AND RUN

GHS 5.4m – 11.0m [estimate]

Twelve months, three regions, plus NIA fees and 15% contingency.
A competitive tender, only after the discovery and the proof.

RECURRENT, FROM YEAR 2

GHS 2.5m – 5.0m a year [estimate]

Hosting, support, device refresh, connectivity, NIA fees, licences, a service desk and a small product team, at pilot scale. This is the number to fight for: without a recurrent line, the platform dies in year 3 however well it is built.

Every figure on this slide is a planning estimate, not a quotation and not sourced. Its purpose is order of magnitude, and one message: the recurring cost, not the build, is what needs institutional commitment. Say it out loud — it is the failure mode of almost every donor-funded government system.

How it is funded and procured

FUNDING ROUTES, BEST TO WORST

1. **A successor World Bank jobs-and-skills operation.** The Ghana Jobs and Skills Project (US\$200m IDA) closes 30 June 2026; delivery systems are exactly what such operations fund. Ask whether a successor is in preparation — do not assume.
2. **The National AI Fund.** GHS 5 billion, 2025–2030, with a public-sector adoption pillar; an explainable officer assistant on a youth-outcomes platform fits it.
3. **Corporate co-financing,** which IMANI specifically recommended to MYDE.
4. **Development partners already in the sector** — AGRA/YECCA, GIZ and IOM appear in MYDE's delivery tables.
5. **MYDE discretionary budget** — realistically the hardest route.

PROCUREMENT

- **GHANEPS is mandatory;** competitive tendering is the norm under Act 663 as amended by Act 914
- **Discovery:** a consultancy engagement small enough for a fast competitive method — never single-sourced
- **Pilot build:** a competitive tender for a system integrator, two-envelope technical and financial evaluation

CONTRACT CLAUSES TO INSIST ON

- Government ownership of all data and configuration
- Source-code escrow and a documented export format for every entity
- Transition-out assistance at defined day rates
- CSA licence evidence as a condition precedent; DPIA remediation obligations
- No per-beneficiary licensing — it punishes success

Risks we have named, and how we hold them

Risk	How it is held	Owner
Mandate collision with the Youth Tracker	Delivery-system positioning; a written scope agreement with MYDE before Phase 2	SRO / Steering Committee
Duplication of GLMIS	A GLMIS-fed employer surface; a data-sharing agreement with the Labour Department early	Steering Committee
Ghost beneficiaries and collusive attendance	Disbursement controls, independent random re-verification, officer-outlier sampling	Programme Directorate
Connectivity gaps	Offline-first field architecture; a rural, low-connectivity pilot region	Delivery Team
Recurrent funding not secured	A year-2 recurrent budget line as a written gate condition for Phase 2	SRO
NIA verification cost or availability	Written rates and SLA in Phase 0; the V0–V2 ladder degrades rather than stops	Delivery Team
Officer overload or non-adoption	Time-and-motion in discovery; workload visible on screen; value officers see within 90 days	Delivery Team
Outcome-statistic inflation	Evidence levels; C/D-only headline; maker-checker on Level D claims	Data Governance Group
Vendor lock-in	Government ownership, source escrow, documented exports, no per-beneficiary licensing	Procurement
Political cycle	Value officers see within 90 days — an adopted system survives a change of government; a dashboard does not	SRO

What we need from NYA now

Ten actions, in order. The Phase 0 request is submitted only after the first nine.

1. **Test the positioning with the CEO's office** — if the positioning is wrong, nothing else matters
2. **Ask for three numbers** — current outcome verification rate, application-to-selection turnaround, attendance completeness
3. **Confirm the real district office and YLSTI footprint** — the field business case depends on it
4. **Establish MYDE's plan for the Youth Tracker's next phase** — complementary versus competing
5. **Contact the Labour Department about GLMIS scope and data sharing** — removes the duplication objection permanently
6. **Request NIA verification commercial terms in writing** — the costing blocker
7. **Ask the World Bank country office whether a successor jobs-and-skills operation is in preparation** — the most realistic funding route
8. **Seek a Cyber Security Authority view on CII designation** — cheap to ask early, expensive to discover late
9. **Name the full-time product owner inside NYA** — if there is no answer, that is the first thing to solve
10. **Submit the Phase 0 discovery request** — only after 1 to 9

The three numbers in action 2 are the business case: the current outcome verification rate, the application-to-selection turnaround and attendance data completeness. If NYA cannot produce them today, that is the finding.

The prototype: lead with the field, not the dashboard

SEVEN SCREENS, IN THIS ORDER

1. **Field mobile home and offline verification** — last-mile delivery, the actual innovation
2. **Youth journey record with verification tiers** — the central data idea
3. **Disbursement run and exception queue** — fiduciary control, three signatures, GIFMIS
4. **District dashboard** — what an officer's day becomes
5. **Placement and outcome verification with evidence levels** — from activities to outcomes
6. **Executive overview** — strategic value, every figure drillable to a person
7. **Integration centre** — complements existing systems rather than replacing them

WHAT YOU ARE LOOKING AT

- **Every screen in the specification** — seventy screens across five personas: NYA staff, a training centre, an employer (GLMIS-fed), a funding partner and a young person in YouthXplore
- **A single file that runs in any browser**, offline, in the Youth Employment Agency's colours, with a guided demo path
- **Illustrative data on every screen**: every name, figure and record is invented; photographs are placeholders to be replaced with real NYA imagery before external use

This ordering inverts the usual pitch on purpose. The field is what nobody else has; the executive dashboard is what everybody has already seen.

It makes the Tracker true.

The question the CEO should be able to answer next year is not how many young people we reached.

It is what percentage of them we can prove are still working.

Approve the 10-week discovery and the 90-day proof. Not a national build — the evidence to decide one.

If someone asks: “isn’t this the Youth Tracker?”

“No. The Youth Tracker reports what agencies submit. NYA-YOP is what NYA submits from. Today a district officer confirms an apprentice’s attendance on paper and it reaches the Tracker weeks later as a total. With NYA-YOP that same officer confirms it once, offline, on a phone, against a verified identity, and it reaches the Tracker the same day as a structured event with an audit trail. We are not building a second dashboard. We are building the thing that makes the first one worth looking at.”

THREE MORE QUESTIONS TO EXPECT

- **“Why not just use GLMIS?”** GLMIS matches labour demand to supply. It cannot confirm that an NYA completer was placed and is still there six months later — our employer surface is fed by GLMIS and collects exactly that.
- **“Why not build it all at once?”** Because the field architecture and the payment control are unproven in Ghanaian conditions, and a 90-day proof is the cheapest way to find out.
- **“What if the proof fails?”** Then we stop, having spent roughly a tenth of a percent of the annual budget to learn it, and having measured NYA’s baselines for the first time.

Sources

- MYDE 2026–2029 Medium-Term Development Plan (NDPC) — sector SWOT, results framework, capacity gaps, agency targets
- National Youth Authority Act, 2016 (Act 939); National Youth Policy 2022–2032; NYA overview and field structure (nya.gov.gh)
- GNA and Graphic Online, 3 December 2025 — launch of the national Youth Tracker and YouthXplore
- Ghana Labour Market Information System (glmis.gov.gh); National Service Authority (gnsa.gov.gh)
- NIA Identity Verification Services and fee schedule, January 2026
- Cyber Security Authority — Directive for the Protection of Critical Information Infrastructure; TechAfrica News on CSA enforcement, 2026
- NITA — Ghana e-Government Interoperability Framework; Public Procurement Authority on mandatory GHANEPS
- MyJoyOnline — One Million Coders: 141,954 registrations, 27,782 active learners, 5,812 completions (August 2026)
- B&FT — NEIP grant disbursement under Adwumawura (April 2026)
- Graphic Online and Modern Ghana — 100,000 targeted for the National Apprenticeship Programme in 2026
- Ghana Statistical Service via Graphic Online and Citi News — youth unemployment and NEET, 2025–26
- MyJoyOnline — IMANI’s proposed reforms following engagement with MYDE (September 2026)
- Sustineri Attorneys and B&FT — the Data Protection Bill 2025 compared with Act 843
- World Bank — Ghana Jobs and Skills Project (P166996); MoCDTI — National AI Strategy launch, April 2026

Full citations with links are in Part V §66 and Part VII of the Master Proposal, version 3. Every external claim in this deck carries a source there; figures marked [estimate] are planning assumptions.